



SACHI A. HAMAI
Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

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"To Enrich Lives Through Effective And Caring Service"

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June 08, 2016

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

12 June 8, 2016

LORI GLASGOW
EXECUTIVE OFFICER

REQUEST FOR APPROVAL OF THE EVALUATION CRITERIA DEVELOPED BY PSI SERVICES LLC. TO BE USED IN THE SELECTION OF CANDIDATES FOR THE CIVILIAN OVERSIGHT COMMISSION FOR THE SHERIFF DEPARTMENT (ALL DISTRICTS) (3 VOTES)

SUBJECT

Request approval of the evaluation criteria developed by PSI Services LLC. to be used in the selection of candidates for the Civilian Oversight Commission for the Sheriff's Department.

IT IS RECOMMENDED THAT THE BOARD:

Approve the evaluation criteria developed by PSI Services (Consultant) to be used in the selection of candidates for the Civilian Oversight Commission (Commission) for the Sheriff's Department.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

On January 12, 2016, the Board of Supervisors (Board) approved a motion to create a nine member Civilian Oversight Commission for the Sheriff's Department. The motion called for each Board office to nominate one Commissioner and further directed the Chief Executive Office (CEO) to retain an independent Executive Search Consultant to develop evaluation criteria to be used in the selection process of the final four members of the Commission. The motion required that the evaluation criteria developed by the Consultant be approved by the Board (Attachment).

Implementation of Strategic Plan Goals

These actions support the County's Strategic Plan Goals #1: Operational Effectiveness and Fiscal Sustainability, #2: Community Support and Responsiveness and #3: Integrated Services Delivery.

FISCAL IMPACT/FINANCING

No additional net County cost is required.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

On June 22, 2015, the Working Group of the Civilian Oversight Commission for the Sheriff's Department (Working Group) was appointed by the Board to provide recommendations regarding the Commission. The Working Group issued their final report to the Board with its recommendations outlining the Commission's mission, authority, size, structure and relationship to the Sheriff's Department and Office of Inspector General (OIG). After reviewing the Working Group's recommendations, the Board approved a motion on January 12, 2016, establishing the nine member Commission as a permanent advisory review board over the Sheriff's Department. The Board motion requested the CEO to hire a consultant to develop evaluation criteria to be used to evaluate candidates to be considered for appointment to the Commission.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Approval of the evaluation criteria will start the initial steps towards the recruitment and evaluation of candidates who apply to be members of the Commission. After an interview process, six candidates will be presented to the Board for consideration. By majority vote, the Board will select the final four members of the Commission. The final four candidates will complete the nine member Commission that will aid in the County's efforts to provide civilian oversight to the Sheriff's Department.

CONCLUSION

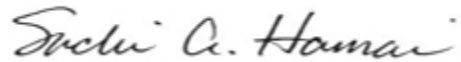
Upon approval by your Board, the consultant will employ the criteria to solicit and evaluate candidates interested in serving on the Commission.

The Honorable Board of Supervisors

6/8/2016

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Respectfully submitted,

A handwritten signature in cursive script, reading "Sachi A. Hamai".

SACHI A. HAMAI

Chief Executive Officer

SAH:JJ:SK:

SW:DC:cg

Enclosures

c: Sheriff
Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Fire

Proposed Selection Criteria for the Four Civilian Members of the Civilian Oversight Commission for the Los Angeles County Sheriff's Department

The proposed criteria are objective and relevant characteristics and competencies identified as essential, important, or desirable for the role, and for those who serve on the Commission from the public at large.

Proposed Essential Criteria

- Reputation for integrity, honesty, and character.
- Established record of substantial community involvement and service (identifiable to and respected by the community).
- Demonstrated ability to be fair, impartial, and unbiased (i.e., open to the truth).
- Indicate a willingness to:
 - Invest the time necessary to effectively serve on the Commission, estimated to be as much as 20-25 hours per week, and to include meetings of 2 to 4 hours held at least once a month; training; time to tour/visit County facilities; time to prepare for meetings (e.g., review materials); time required to talk things through and consider alternative positions and perspectives; and time to engage in community outreach events with the public, as needed.
 - Complete a training and orientation program which may include constitutional policing; use of force and firearms; job observation (i.e., "ride-alongs"); simulations; academy visits; mediation techniques; defensive tactics training; and/or continuing education on policing issues.
 - Agree, in writing, to follow and adhere to a statement of ethical principles, code of conduct, and conflict of interest standards.
 - Listen to views and perspectives without prejudice, bias, or malice, and to reach decisions that are fair and equitable.
 - Agree, in writing, to maintain absolute confidentiality of confidential or privileged information and to obey all laws protecting individuals' rights of privacy and confidentiality of records.
 - Facilitate improving community relations and increasing public confidence in the LASD.

- Indicate formal acknowledgement that:
 - The role of the Commission is advisory in nature. It will include the review, analysis, and oversight of LASD policies, practices, and procedures to make recommendations for change.
 - The role of Commissioner is not a job and, as such, will not receive a salary or hourly wage.
- Meet the following requirements:
 - Not currently employed by a law enforcement agency or police department.
 - Not involved in active litigation against the County or serving in the role of a court-appointed monitor.
 - Resident of the County of Los Angeles for at least 2 years prior to appointment.
 - Take a Live Scan with the County Department of Human Resources.

Proposed Important Criteria

- Demonstrated objective and critical thinking skills – the ability to listen to and consider opposing views and perspectives, investigate incidents and allegations, weigh the evidence, and reach impartial and unbiased decisions.
- Demonstrated ability to work well with others of opposing viewpoints who are expressing diversity of thought.
- Demonstrated effectiveness in communicating with clarity, tact, and diplomacy (even when communicating information others do not want to hear).
- Courage to challenge authority, to speak the truth, and to stand up for what is right regardless of external pressure to do otherwise.
- Demonstrated ability to engage in open, candid, and non-aggressive dialogue and debate with stakeholders.
- Demonstrated interest in human rights.
- Track record of problem solving collaboratively.
- Compassion for others (i.e., caring about the impact of actions and decisions on those likely to be affected by them).
- Demonstrated high level of personal accountability (an understanding of the gravity of the assignment and task-at-hand; approaching the Commission with a serious attitude and serious thought; a commitment to introspection, and the ability to monitor and check personal biases and prejudices).

- Some working knowledge of community issues and how policing should and could be – (an understanding of the responsibilities of law enforcement with sensitivity to potential injustice).
- Demonstrated ability to maintain a big picture perspective – ability to focus on systemic issues and policies instead of singular incidents or personal agendas.
- Commitment to justice, equality, and fairness.

Proposed Desirable Individual Characteristics

- Demonstrated track record of achievement or excellence within selected profession.
- Expertise in a related field (e.g., restorative justice, juvenile justice, mental health, or custody).
- Demonstration or awareness of cultural differences and competencies (understanding of the diversity of needs and perspectives and willingness to speak for those who cannot speak for themselves).

Other Factors of Consideration in Selecting the Composition of the Commission

At least one or more representatives with:

- Experience with law enforcement and the criminal justice system/process.
- Long term exposure to issues of law enforcement and an understanding of the feeling of powerlessness by the community as well as the challenges of law enforcement today (e.g., previously incarcerated, advocate, family member).
- Experience with the jail system.
- Experience with or knowledge of vulnerable incarcerated populations (mental health, drug addicted, homeless).
- Investigative background (especially around law enforcement issues); knowledge of investigative techniques.